



John Marcelliano

Principal/Owner of Talent Management Solutions, LLC (TMS), a consulting company focused on the people issues that small to mid-sized business owners and leaders face each and every day, and which can ultimately compromise productivity and customer service. Through TMS, I am affiliated with two highly successful HR consulting firms: Talent Value International (www.TalentValue.com) as a Talent Value Advisor; and with Grahall, LLC (www.Grahall.com) as a Consulting Partner.

Working closely with management, I offer the ability to identify the 'people system' needs of an organization and then address them with practical, time-tested solutions to selecting, training, developing and rewarding people— solutions that result in a positive impact on productivity by saving time and reducing cost, as well as enhancing employee engagement and satisfaction.

As a Human Resources executive with 25+ years of experience in small to mid-sized, fast-growing property/casualty insurance and financial services firms, my experience offers a blend of strategic vision and hands-on implementation skills in all facets of HR management/leadership:

- Strategic development of the HR function focused on organizational growth
- Employee benefits and compensation, including executive compensation and retirement plans
- HR policy development and regulatory compliance
- Employee communications including benefits and HR policies
- Payroll and HRIS functions
- Talent acquisition, learning/development and performance management
- Employee relations and work life programs
- M&A Activities: Acquisitions and spin-offs
- Corporate philanthropy and community involvement